

Summer 6-22-1966

University Council Meeting, June 22, 1966

Academic Senate
Illinois State University

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MINUTES OF THE UNIVERSITY COUNCIL
(Not approved by the Council)

Date: June 22, 1966

Members Present

- | | |
|---------------------|--------------------|
| 1. Ferman Bishop | 8. Lewis Legg |
| 2. Robert Bone | 9. Warren Perry |
| 3. Claude Dillinger | 10. Mary Rozum |
| 4. George Drew | 11. Stanley Shuman |
| 5. John Ferrell | 12. Eunice Speer |
| 6. Kenneth Fitch | 13. Charles White |
| 7. Warren Harden | |

Members Absent

1. Eric Johnson
2. David Sweet



CALL TO ORDER

The meeting was called to order by Mr. Harden, chairman, at 7:15 p.m. in room 307 of Hovey Hall.

APPROVAL OF MINUTES

Miss Speer moved that the minutes of May 18, 1966 be approved with the following changes being made in regard to paragraph six on page 5:

"Mr. Sweet suggested that the following procedures be followed....."

"1. The President will preside during the course of the meeting."

Mr. Drew seconded the motion. The motion was carried by a voice vote.

ELECTION OF COMMITTEES IN REGARD TO REVISED BY-LAWS OF THE UNIVERSITY COUNCIL

Committee on Codification of Policies (5 members with 3 from the Council)

- | | |
|--------------------|---------------------|
| 1. Perry, Warren | 4. Frinsko, William |
| 2. Rozum, Mary | 5. Porter, Charles |
| 3. Shuman, Stanley | |

Committee on Council Procedures (3 Council members)

1. Harden, Warren
2. Johnson, Eric
3. Legg, Lewis

Committee on Rules of Procedure for Faculty Meetings (5 non-Council members)

- | | |
|-----------------------|-------------------|
| 1. Allen, Mabel Clare | 4. Gillett, Arley |
| 2. Egelston, Elwood | 5. Vetter, Dale |
| 3. Farmer, Louise | |

APPOINTMENTS OF COMMITTEES BY EXECUTIVE COMMITTEE

Retiring Faculty Committee

- | | |
|----------------------------|-----------------|
| 1. Speer, Eunice, chairman | 3. Smith, Ralph |
| 2. Perry, Warren | |

Retreat Committee

- | | |
|-----------------------------|----------------|
| 1. White, Charles, chairman | 3. Rozum, Mary |
| 2. Drew, George | |

Larsen Lecture Committee -- (To be appointed by the chairman of the Council)

HONORS PROGRAM

Mr. Harden read a letter from Theodore Sands, Coordinator of Programs for the Gifted, in which he suggested that the Council memorialize President Bone by establishing within the Honors Program a designation of Robert G. Bone Scholar. He recommended that a portion of the fund allocated by the Council to the Honors Program and matched by other University organizations be used to finance scholarships and/or research and creative activity of students who are designated as Robert G. Bone Scholars.

Mr. Sands further suggested in his communication that Honors Day, 1967 be designated as a special day of honor to President Bone. He indicated that it would be a fitting occasion to announce the first group of Robert G. Bone Scholars and to have them receive their charge and designation from President Bone.

A resolution passed by the Student Honors Council of Illinois State University on May 26, 1966 was read by Mr. Harden. The substance of the document was in the form of an endorsement of the proposed Robert G. Bone Scholar awards.

Mr. Sands was recognized by the chairman and then brought out the following points. He reported that during the course of a recent meeting with the Executive Committee of the Council a proposal was made that one-fourth of the Council's annual budget be used for the project described in his communication. The specific use of the money will be up to the Director of the Honors Program or the Honors Council. The Director of the Honors Program will report to the University Council yearly on how the funds are being used. His second point was that the sum allocated by the Council be matched or supplemented by organizations on the campus. He feels that the Honors Program should have as wide an identification as possible throughout the University and not be identified with only a select few. Mr. Sands' third point was that it would be very fitting and a proper recommendation for what President Bone has done for the Honors Program to designate certain scholars as Robert G. Bone Scholars.

Mr. Legg moved to allocate 25% of the Council budget to the Honors Program each year and to issue an invitation to all other interested organizations to participate. Mr. Perry seconded the motion.

The voting was as follows:

Voting "Yes"

- | | | |
|--------------------|-------------------|-----------------------|
| 1. White, Charles | 6. Legg, Lewis | 11. Dillinger, Claude |
| 2. Speer, Eunice | 7. Harden, Warren | 12. Bone, Robert |
| 3. Shuman, Stanley | 8. Fitch, Kenneth | 13. Bishop, Ferman |
| 4. Rozum, Mary | 9. Ferrell, John | |
| 5. Perry, Warren | 10. Drew, George | |

The motion carried.

Mr. Ferrell moved to establish a Robert G. Bone scholarship within the Honors Program. The motion was seconded by George Drew.

The voting was as follows:

Voting "Yes"

- | | | |
|--------------------|-------------------|-----------------------|
| 1. White, Charles | 5. Perry, Warren | 9. Ferrell, John |
| 2. Speer, Eunice | 6. Legg, Lewis | 10. Drew, George |
| 3. Shuman, Stanley | 7. Harden, Warren | 11. Dillinger, Claude |
| 4. Rozum, Mary | 8. Fitch, Kenneth | 12. Bishop, Ferman |

The motion carried.

STUDENT SENATE BILL #51

Student Senate Bill #51 was read by the chairman and is included with the minutes. He stated that when Dr. Ivens was approached concerning the matter, he agreed to it but specified that such groups would have to secure approval from his office and distribute their literature only at the end of the registration procedures.

Mr. Dillinger moved to accept Student Senate Bill #51 with the provision that the information tables for students be placed at the end of the line and not mixed with registration procedures and that the Senate Committee clear it with the Director of Admissions before setting up tables. Miss Speer seconded the motion.

The voting was as follows:

Voting "Yes"

- | | | |
|--------------------|-------------------|-----------------------|
| 1. White, Charles | 6. Legg, Lewis | 11. Dillinger, Claude |
| 2. Speer, Eunice | 7. Harden, Warren | 12. Bone, Robert |
| 3. Shuman, Stanley | 8. Fitch, Kenneth | 13. Bishop, Ferman |
| 4. Rozum, Mary | 9. Ferrell, John | |
| 5. Perry, Warren | 10. Drew, George | |

The motion carried.

REVISED BY-LAWS OF THE UNIVERSITY COUNCIL

Mr. Harden pointed out a number of problems that face the Council in terms of the Revised By-Laws of the University Council. One, there are no provisions for the procedures in regard to the primary elections of the College representatives. He stated that he would presume that each College would bear the responsibility for handling the primary elections at the proper time. It was the consensus of the Council that his interpretation was correct.

Another problem, which the chairman opened for discussion, was that of the election of College representatives and members at large being scheduled for two different times and, therefore, the elected members would be coming on to the Council at different times. It was decided that an editorial committee be elected to draw up an amendment to solve the above problem.

A third problem was the lack of provision for staggering the terms of the elected members for the first election. The Council members agreed that this should be done by drawing lots after the election takes place.

Mr. Legg posed the problem of Mr. Fitch's membership on the Council when his presence gives the College of Liberal Arts more than one-half of the representation. It was decided that since no Colleges were in existence on May 10, 1966 when the By-Laws were accepted by the faculty, Mr. Fitch could become a voting member.

The Council members were in agreement that Mr. Hulet, Dean of Students, not be a voting member until the Council is reconstituted during the academic year of 1966-67.

Mr. Ferrell moved that the Executive Committee and the President appoint an Editorial Committee for the purpose of examining the Revised By-Laws and drawing up an amendment in regard to the time of the election of College representatives and members at large, and that such a committee report to the Council at the July meeting. Mr. Drew seconded the motion.

The voting was as follows:

Voting "Yes"

- | | | |
|--------------------|-------------------|-----------------------|
| 1. White, Charles | 6. Legg, Lewis | 11. Dillinger, Claude |
| 2. Speer, Eunice | 7. Harden, Warren | 12. Bone, Robert |
| 3. Shuman, Stanley | 8. Fitch, Kenneth | 13. Bishop, Ferman |
| 4. Rozum, Mary | 9. Ferrell, John | |
| 5. Perry, Warren | 10. Drew, George | |

The motion carried.

STANDING COMMITTEES (BUILDING COMMITTEE AND COMMITTEE OF NINE)

President Bone presented a proposal that three Council members including the chairman work with him on a reorganization of the Committee on Future Development and a re-evaluation of the Building Committee of Illinois State University.

Mr. Legg moved that the Council elect a committee of three Council members including the chairman, to work with the President on a reorganization of the Committee on Future Development and a re-evaluation of the Building Committee. Miss Speer seconded the motion. The motion carried as a result of a voice vote.

The following Council members were elected: Warren Harden, George Drew, and Stanley Shuman.

JOINT FACULTY POLICY REPORT

Dean Dillinger drew the recommendations on pages one and two of the communication to Dr. McKelvey to the Council's attention. The full report is included at the conclusion of the minutes.

REPORT ON DEPARTMENT HEADS, ACTING HEADS, DEANS, ACTING DEANS, AND OTHER ADMINISTRATIVE POSITIONS

President Bone presented the following report:

- I. At an Executive Meeting of the University Council on Thursday noon, June 9, 1966, action was taken on some newly-recommended Department Heads in accordance with established policies and procedures. The proper steps were followed in each case. Below is listed the number of the Committees of Selection, the recommendations, and the University Council position as of the Executive Meeting.

A. Chemistry

1. Committee on Selection: Gilmore (chairman), Evans, Dillinger
2. Head: Dr. Bernard Ryder
3. Approved by necessary eligible members of the department by secret ballot, recommended by Committee on Selection, approved by President and Dean, approved by University Council, to go to Board of Governors.

B. Economics

1. Committee on Selection: Messrs. Shuman (chairman), McCarney, and Helgeson
2. Head: Dr. Warren Harden
3. Approved by necessary eligible members of the department, recommended by Committee on Selection, approved by President and Dean, approved by University Council, to go to the Board of Governors.

C. Health and Physical Education for Women

1. Committee on Selection: Misses Bird, Barbara Hall, Nance; Messrs. Gillett (chairman), Francis Brown
2. Head: Dr. Phebe Scott of Ohio State University
3. Approved by necessary eligible members of the department, recommended by Committee on Selection, approved by President and Dean, approved by University Council, to go to Board of Governors.

D. Physics

1. Committee on Selection: Messrs. Bishop (chairman), Cramer, Dillinger
2. Head: Dr. Harold J. Born
3. Approved by necessary eligible members of the department, recommended by Committee on Selection, approved by President and Dean, approved by University Council, to go to Board of Governors.

E. Political Science

1. Committee on Selection: Messrs. Drew (chairman), Kohn, and Hulet
2. Head: Dr. Alice Ebel
3. Approved by necessary eligible members of the department, recommended by Committee on Selection, approved by President and Dean, approved by University Council, to go to Board of Governors.

II. Comments were requested on a number of positions (according to approved procedures). Acting heads of departments named for two semesters or longer will be voted for by a majority of the department and approved and named by the President and Dean of the Faculty after informing and consulting the University Council. Also according to approved procedures, top administrative officials other than academic deans, and acting academic deans will be named by the President and Dean of the Faculties after informing and consulting the University Council. The Council has been consulted.

A. Acting Head of the Department of History: Dr. Roger Champagne for a period until a Head is named and on the job, but for a period no longer than August 31, 1967.

B. Three Vice Presidents

1. The Bonham Report discussed and approved by the University Council and the Board of Governors in the spring of 1963 recommended a number of immediate changes and some long-range changes. Many of the changes have already been accomplished. The schedule of future changes included some additional positions and some changes in titles by the time the University reached approximately 8500 students.
 - a. The recommended Division of Information Services was again reviewed and discussed. This is to assist the President in the growing task of public relations and communications with faculty, students and townspeople. This will include public relations, information services, publicity, certain publications, and the University Foundation. It will be headed by the Vice president for Information Services.
 - b. The Dean of Students, with expanding work, will become Vice-president for Student Services and Dean of Students.
 - c. The Director of Special Services will become a Vice-president for Special Services.
 - d. See attached chart.
2. Vice-president for Student Services (Dean of Students): Dr. Richard E. Hulet
3. Vice-president for Information Services: Dr. James L. Fisher, Executive Assistant to the President
4. Vice-president for Special Services: Dr. Harold Gibson

III. The following information was given the University Council concerning acting heads for less than two semesters, acting coordinators, concerning some assistant deans and an Acting Dean of Men.

- A. Acting Head of Department of Education and Psychology (from June 15 to August 3, 1966): Dr. Charles Edwards.
- B. Acting Head of Department of Educational Administration (from September 1 to November 15, 1966, during the leave of Dr. Prince) and Acting Co-ordinator of the same department (from the present to August 31, 1966): Dr. Benjamin Hubbard.
- C. Assistant to the Vice-president for Academic Affairs: Mr. Donald Templeton.
- D. Acting Dean of Men (during leave of Dean John Gillis): Dr. Edwin Smith

IV. The following information was given the Council:

- A. Committees on Selection of Department Heads
 - 1. Department of Education: Lewis Legg (chairman), Arlan Helgeson, Homer Knight, Robert Moore, Eunice Speer
 - 2. Department of History: John Ferrell (chairman), Roger Champagne, Earl Reitan, John Trotter, Will Venerable
 - 3. Department of Psychology: David Sweet (chairman), Elizabeth Brown, Louise Farmer, William Gnagey, Eric Johnson
 - 4. Department of Sociology: Mary Rozum (chairman), Keith Scott, Vernon Pohlmann
- B. Committees on Selection of College Deans
 - 1. Dean of Applied Science and Technology: Robert Duty (chairman), Florence Davis, Fred Fuess, Harold Gibson, Jeannie James, John Johnston, and David Wheeler. (This committee has held a number of meetings.)
 - 2. Dean of Education: Arthur W. Watterson (chairman), J. L. Fisher, Gayle Krause, Robert Moore, Harold Phelps, Ethel Stein, and Dale Vetter. (By Council minutes the President announces the completion of this committee and authorizes it to meet as soon as possible.)
 - 3. Dean of Liberal Arts and Sciences: Henry Hermanowicz (chairman), F. B. Belshe, Thomas Comfort, T. G. Ichniowski, Ben Keeley, Stanley Rives, and Stanley Wold. (By Council minutes the President announces the completion of this committee and authorizes it to meet as soon as possible.)
- C. If newly-appointed deans have not been approved and are not "on the job" by September, the President and the Dean of the Faculty, after consulting with the Committee on Selection and with the University Council, will name an acting dean of each such college until the "new" dean is "on the job."

Mr. Shuman moved that the Council accept the report as included in these minutes. The motion was seconded by Dean Dillinger. The motion carried as a result of a voice vote.

DISTINGUISH SERVICE PROFESSORSHIPS AT ILLINOIS STATE UNIVERSITY

President Bone presented a description of such an award and asked the members of the Council for their reactions at the July meeting of the Council.

NEPOTISM AND STUDENT EMPLOYEES

President Bone asked the Council members for their reactions to some ideas concerning nepotism and student employees, which he had sent to them, by July 1, 1966.

RETIREMENT DINNER

Letters of thanks to the Council for the urns were read from Miss Wooley and Mrs. Vessering.

STUDY DAY

Dean Dillinger asked for reaction from members of the faculty to Study Day. He commented that he has had few so far.

ADJOURNMENT

Dean Dillinger moved that the meeting be adjourned. The motion was seconded by Mr. Legg. The meeting was adjourned at 10:00 p.m.

Respectfully submitted,

Warren Harden, Chairman

Mary Rozum, Secretary

1965-1966

Bill #51

Referred to:

Deemed of Immediate Importance _____

Proponent: Larry Rasmussen

Whereas, the distribution of student information
at registration is important;

Whereas, the director of registration would prefer
that the responsibility for student
distribution of information be placed
with the Student Senate;

Be it therefore resolved that the Student Senate
accept the responsibility for the
distribution of student information at
registration, and

Be it further resolved that the Senate appoint
a temporary standing committee to
determine which organizations will be
allowed to distribute information at
registration.

5/10/66

Passed

C O P Y

10 May 1966

Dr. F. H. McKelvey, Executive Officer
Board of Governors State Colleges and Universities
Room 111, State Office Building
Springfield, Illinois

Dear Dr. McKelvey:

Enclosed is a copy of the minutes of the last meetings of the Joint Faculty Policy Committee which was held at Illinois State University, Normal, Illinois on May 3, 1966. Several recommendations to the Board of Governors were made at that meeting. In order to facilitate the consideration of those recommendations I will summarize them in this letter.

RECOMMENDATIONS TO THE BOARD OF GOVERNORS OF STATE COLLEGES AND
UNIVERSITIES

1. It is recommended that the Board of Governors instigate a state-wide comprehensive medical, hospital and life insurance plan for all personnel. (Letter relating to this proposal was sent to you on May 9, 1966.)
2. It is recommended that the Board of Governors permit payroll deductions for faculty participation in a National Education Association sponsored "tax Sheltered" annuity program. The cost of such a program is supported by Faculty contributions and does not involve state contributions to such a program. The JFPC feels that those faculty members who are members of the NEA should be permitted to have payroll deductions for this program when it becomes affective in Illinois in the near future.
3. The JFPC recommends that the Board of Governors adopt an automatic annual increase of $1\frac{1}{2}\%$ in the base annuities of faculty pensioners sixty (60) years of age and over. As you know such a provision has been approved for several years for the Chicago Public School Pension and Retirement System. (See Article 17-119 of the Illinois Code as amended by the 74th General Assembly, 1965).
4. The Joint Faculty Policy Committee requests that the Board of Governors of State Colleges and Universities designate the resident members of the JFPC from the colleges or university at which the Board meeting is held as official representatives of the JFPC. It is the feeling of the Committee that such a policy would facilitate both the work of the JFPC and the communication between the Board and the Committee.

In addition to the above four recommendations, the JFPC has asked me to request clarification of Board policy relating to salary increases for Instructors and Assistant Professors who are not receiving the maximum salary under the former existing ceilings. Specifically the questions are:

1. What is the dollar value of salary increases for Instructors and Assistant Professors without the earned doctorate who are now receiving the maximum salary under the former ceiling? (Are the increments \$20 and \$40 or are there conditions under which larger increments might be granted?)
2. Can a "new" staff member without the doctorate be hired at a salary greater than \$1040 as an Assistant Professor? (Or at a salary greater than that provided for Instructors under the old ceiling?)
3. Is it possible that a person presently on a staff but who received the maximum for his rank (as \$1040 for Assistant Professor) would be limited to a \$20 or \$40 increase while a person who is presently on the staff at a lesser salary (for example \$1020) would be eligible for a sixty, eighty, or one hundred dollar increase because he is not technically "at the top" of the scale?

The Joint Faculty Policy Committee recommends that the Board consider a modification of the BY-LAWS, GOVERNING POLICIES AND PRACTICES as follows: (Page 26 of By-Laws, change approved 2-22-65). INSERT THE WORDS ALLOCATED TO SALARY after "amount of such grant". The statement would read as follows:

"When a faculty member receives a grant such as a Fullbright Grant, he may be granted sabbatical leave with pay, and he may accept the grant provided the amount of such grant ALLOCATED TO SALARY plus the amount of his salary on leave does not exceed his normal salary for the period of sabbatical. The person granted such leave, however, shall agree to serve at least four semesters or six quarters, excluding summer term or quarter, in any state-supported institution of higher education in Illinois." Page 26 of amended By-laws. (Note: the proposed modification is the underlined section in the above paragraph.)

The JFPC feels that often the amount of a grant includes money for travel, research materials, and other expenses. The modification proposed would make it clear that only that portion allocated to salary should be considered in determining his "salary" while on leave.

Finally, the JFPC proposes that when the revised copy of the By-Laws is distributed, this Committee should study it and make recommendations to the Board of Governors for cooperative study.

You will note that new officers for the coming year have been selected by the Committee. I will send you the names of the members of the committee as soon as they are forwarded to me.

Sincerely,

SIGNED

DONALD W. MARSHALL, Chairman
Joint Faculty Policy Committee

cc: Each member JFPC

C O P Y

JOINT FACULTY POLICY COMMITTEE (JFPC)

Minutes --- Meeting of May 3, 1966, Normal, Illinois

Meeting convened at 10:00 a.m., in the Conference Room of Hovey Hall at Illinois State University, Normal, Illinois.

ATTENDANCE:

<u>Eastern:</u>	McKenna, Hallam, McConkey	<u>ITCC-N:</u>	Kirk, Tomkin
<u>ITCC-S:</u>	Mellinger, Brockman	<u>ISU:</u>	Dillinger
<u>WESTERN:</u>	Hoing, Marshall	<u>Northern:</u>	Absent

Chairman Don Marshall (Western) presided.

Minutes of the February 15, 1966 meeting were approved as distributed.

Reports were heard from different institutions concerning:

1. Consideration of offer of support to the various University Graduate Councils. (For details see page 3, paragraph 2 of JFPC minutes of February 15, 1966.) No action.
2. Reaction of student groups to the area of academic freedom for university students. (See paragraph 3, minutes of February, 15, 1966.) No action taken.
3. Consideration of recommendation to permit each institution to determine the number of school days. A letter to Marshall from Dr. McKelvey stated that the President's Council will consider this.

Mr. Hallam moved, Mr. Mellinger seconded that the Secretary write to Dr. McKelvey to request that he instigate a state-wide comprehensive medical, hospital, life insurance plan to provide greater benefits. Motion carried. (Letter mailed 9 May 1966 over chairman's signature.)

A letter to Mr. Marshall from Dr. McKelvey relating to hiring policy for experienced personnel was read. (See attached copy.)

Miss Hoing moved, Mr. Dillinger seconded that letters be written to Robert McLain of the N.E.A. and to Dr. McKelvey asking permission to participate in the N.E.A. tax sheltered annuity. Miss Hoing to write Mr. McLain; Marshall to write Dr. McKelvey.

After consideration of Article 17-119 of the Illinois Pension Code as amended by the 74th General Assembly, 1965, as stated in Pension and Retirement Provisions, Chicago Public School Teachers, a motion made by Mr. Mellinger, seconded by Mr. McKenna, stated "that we recommend the adoption of an automatic annual increase of $1\frac{1}{2}\%$ in the base annuities of faculty pensioners sixty (60) years of age and over." Motion carried.

Mr. McKenna's report concerning the amendments to the Governing Policies and Practices, 1961, was presented. (See appendix for details.)

It was suggested by Mr. McConkey that Mr. Marshall send a copy of pages 1 and 2 of Mr. McKenna's report to Dr. McKelvey with the recommendation that attention be given to the implications of the direction of the Board's amendments to the policies.

A motion by Miss Hoing, seconded by Mr. McKenna, stated, "Upon receipt of the revised copy of the Governing Policies and Practices, 1961, the JFPC should study it and make recommendations to the Board of Governors for cooperative study of the statement." Motion carried.

Mr. McKenna moved, and Mr. Mellinger seconded the motion that the JFPC study the feasibility of having uniform contracts issued by the Board of Governors. Motion carried.

Mr. Marshall was requested to write Dr. McKelvey for clarification of salary increases for Instructors and Assistant Professors at the salary ceiling who do not have the earned doctorate. Specifically he is to ask:

1. What is the dollar value of step-increases? (is, \$20/\$40 increments?)
2. Can a "new" staff member without the doctorate be hired at a salary greater than present staff members can receive?
3. Can those persons receiving less than \$1040 get more increase in one step than those who are receiving the maximum for their rank at the present. (For example, could an assistant professor currently earning \$1020 per month receive an \$80.00 monthly increase because he is technically "not at the top" of the scale while a person with similar rank receiving \$1040 would be limited to either a \$20.00 or a \$40.00 increase?)

A motion by Mr. Marshall, seconded by Mr. Dillinger, directed that a letter be sent to Dr. McKelvey stating that in order to facilitate the work of the JFPC that the Board of Governors designate the resident members of the JFPC from the college or university at which the Board meeting is being held as official representatives of the JFPC. Motion carried.

Mr. McConkey moved, Mr. Kirk seconded the motion that the JFPC extend its thanks to ISU for their hospitality. Motion carried.

A motion to express appreciation to Mr. Marshall was presented by Mr. Hallam. Motion carried.

The meeting dates and places for 1966-1967 are:

October 18, 1966	ISU	February 14, 1967	ISU
December 6, 1966	ITCC-North	May 9, 1967	ITCC-South

Officers elected for 1966-1967:

Chairman:	G. A. McConkey (Eastern)
Vice-Chairman:	David Tomkin (ITCC-North)
Secretary:	Don Klug (Eastern)

Mr. Marshall requested that each institution forward to him the school's membership on the JFPC for 1966-1967 so that he could send the information to Dr. McKelvey.

Meeting adjourned at 3:00 p.m. until October 18, 1966.

APPENDIX ONE

The following letter was sent to Dr. McKelvey on May 9, 1966 as directed by the JFPC.

Dear Dr. McKelvey:

At the May 3rd meeting of the Joint Faculty Policy Committee, a recommendation was adopted that the Board of Governors of State Colleges and Universities give consideration to a proposal for a comprehensive state-wide program of medical, hospital, and life insurance for all personnel.

A preliminary study by two members of the Joint Faculty Policy Committee, of ninety state colleges and universities revealed that twenty-six state governments contribute to some such plan and that the range of contributions varies from the approximate twelve percent (12%) of the premium granted by the State of Illinois to one hundred percent (100%) of the faculty member's portion of the plan which is contributed by six states. The states making the larger contribution are: Connecticut, Hawaii, Idaho, Iowa, New Jersey, and Oklahoma. The lowest percent of premium contributed, outside of Illinois, was seventeen percent (17%).

The respondents indicated that there is a wide variety of benefits in such programs. However, there is a pronounced trend toward liberalizing the benefits under such plans.

The Committee recommends that the Board of Governors consider and initiate steps toward a liberalization of the existing program.

Sincerely,
s/ Donald W. Marshall
t/ Donald W. Marshall, Chairman
Joint Faculty Policy Committee

APPENDIX TWO

The following letter was read at the JFPC meeting on May 5, 1966. At the request of the members of the committee it be reproduced as part of the minutes.

March 28, 1966

Dr. Donald W. Marshall, Chairman
Joint Faculty Policy Committee

Dear Dr. Marshall:

I am replying to your letter of March 23 in which you asked me to give my reaction to a possible proposal that the institutions under the Board of Governors hire experienced personnel "with tenure". As you know, the present policy of the Board states, in addition to other provisions, that "but no faculty member shall acquire tenure in less than three years except by specific approval of the Board."

(Continuation of letter from Dr. McKelvey on hiring faculty members "with tenure".)

To the best of my knowledge no president has brought a recommendation to the Board for the employment of any faculty with tenure granted at the time of employment. This recourse is evidently open to the presidents if they felt they had a potential staff member who merited this unusual inducement. It clearly would require that the potential faculty member would be an individual of unusual distinction, with a demonstrated record of accomplishment in his field if such tenure were to be offered.

It is my view that any candidate who himself indicated that his acceptance of employment would be conditioned by an offer of tenure at the time of his employment would almost automatically negate the possibility of such an offer. The offer of tenure at the time of employment, if given at all, should come only upon the initiative of the university itself.

There is also the possibility that departmental or college faculty members might view with some concern and perhaps suspicion the appointment of a fellow faculty member who did not acquire tenure after the usual evaluation and appraisal by the departmental staff, the dean and president.

I regard the present Board policy as satisfactory and would be very reluctant to broaden the authorization any more than is now stated.

Sincerely yours,
s/ F. H. McKelvey
t/ F. H. McKelvey
Executive Office

APPENDIX THREE

MEMORANDUM TO THE JOINT FACULTY POLICY COMMITTEE

Since the BY-LAWS, GOVERNING POLICIES AND PRACTICES were published in 1961 twenty amendments have been added. None of these improve the conditions under which the faculty works. Five of them reduce tenure provisions. One restricts the conditions under which a faculty member may accept a government or foundation grant. Another reduces the role of faculty members in determining university curricula and faculty committees. These seven amendments are as follows:

1. On page 23 of the BY-LAWS (Passed 2-22-65)

"Failure to give proper notice does not, in itself, justify any claim for permanent tenure. Effective July 1, 1965." (N.B. This refers to failure of the administration to give a dismissed teacher proper notice.)

2. On page 24 of the BY-LAWS (Passed 7-15-63)

"That future appointments to, or persons now holding the title of Executive Assistants not be eligible for tenure, except in those cases where tenure has already been granted."

(Continuation of Memorandum to the Joint Faculty Policy Committee.)

3. On page 24 of the BY-LAWS (Passed 2-22-65)

"Any faculty member is deemed to be on probationary appointment unless he has been given permanent tenure, which is granted only by action of the Teachers College Board, upon recommendation of the president."

4. On page 25 of the BY-LAWS (Passed 2-22-65)

"To qualify for permanent tenure in Group IV, a new appointee must have earned one year of approved graduate work in addition to the Master's degree within a period of seven years after appointment; failure to meet this qualification results in termination of appointment." (N.B. The underlined is the amendment.)

5. On page 26 of the BY-LAWS (passed 2-22-65)

"When a faculty member receives a grant such as a Fullbright Grant, he may be granted sabbatical leave with pay, and he may accept the grant provided the amount of such grant plus the amount of his salary on leave does not exceed his normal salary for the period of sabbatical. The person granted such leave, however, shall agree to serve at least four semesters or six quarters, excluding summer term or quarter, in any state-supported institution of higher education in Illinois."

6. On page 27 of the BY-LAWS (Passed 9-17-62)

"The faculty organizations to achieve democratic participation may differ among the universities but should generally have these functions:

- a. To participate in determining the university curriculum.
- b. To participate in selecting faculty committees.

(N.B. Originally this read: a. To determine the university curriculum.
b. To select faculty committees.

7. On page 38 of the BY-LAWS

The following was stricken from section 12 on 2-22-65: "The involuntary release of faculty members who have not acquired tenure must have, if requested by the faculty member, the consideration of the faculty council or committee and their recommendations shall be reported to the Board."

The following was substituted for the above on 2-21-66: "The involuntary release of faculty members during the term of an appointment, or the involuntary release of faculty members who have served two years or more in a regular appointment at the time of notification but who have not acquired tenure must have, if requested by the faculty member, the consideration of the faculty council or committee and their recommendation shall be reported to the Board."